

**SIRIUS XM RADIO INC.**  
**WASHINGTON DC EMPLOYMENT UNIT**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2013-May 31, 2014<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Associate Producer, Sports Programming	1-3, 5-6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	5
Associate Producer, Sports Programming	2-3, 5-6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	5
Technician, NOC	1-4, 6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	1
Coordinator, Music Programming	1-3, 6-8, 15, 21, 23-24, 27-28, 31-32, 34-35, 41, 45, 52	7
Coordinator, Music Programming	1-3, 5-8, 15, 21, 23-24, 27-28, 31-32, 34-35, 41, 45, 52	5
On-Air Host*	1*	1*
Assistant, Music Programming	1-3, 8, 15, 21, 52	2
Manager, Sports Programming	1-3, 6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	1
Technician, Broadcast Operations	2-3, 5-6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	5
Associate Producer	2-4, 5-6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 44-45, 52	5
Associate Producer, Talk Programming	2-3, 5-6, 8, 15, 21, 23-24, 27-28, 31-32, 41, 45, 52	5
Manager, Interactive Programs	2-3, 6, 8, 11, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	11

<sup>1</sup> This Report provides recruitment data collected from May 22, 2013 through May 21, 2014.

\*Exigent Circumstances

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Coordinator, Music Programming	2-3, 5-8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 44-45, 52	5
Technician, Remote Broadcast Support	1-3, 6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	1
Imaging Producer	2-3, 5-6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	5
Associate Producer, Talk Programming	2-3, 5-6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	5
Specialist, Programming Traffic	1-3, 8, 11, 15, 21, 52	11
Associate Producer	2-3, 6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	2
Producer, Talk Programming	1-3, 6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	2
Producer, Talk Programming	1-3, 6, 8, 15-16, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	1
Associate Producer, Sports Programming	1-3, 5-6, 8, 15, 20-21, 23-24, 27-28, 31-32, 35, 41, 45, 52	5
Coordinator, Music Programming	1-3, 6-7, 8, 15, 21, 23-24, 27-28, 31-32, 34-35, 41, 45, 52	7
Coordinator, Music Programming	1-3, 6-7, 8, 15, 21, 23-24, 27-28, 31-32, 34-35, 41, 45, 52	7
Program Director, Music Programming	1-3, 6, 8, 15, 17, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	1
Associate Producer, Sports Programming	2-6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	5
Associate Producer, Sports Programming	2-3, 6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	8
Technician, NOC Broadcast Operations	1-3, 6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	8
Associate Producer, Sports Programming	1-3, 6, 8, 15, 18, 21, 23-24, 27-28, 31-32, 35, 41, 44-45, 52	1
Producer, Sports Programming	1-3, 6, 8, 15, 21, 23-24, 27-28, 31-32, 35, 41, 45, 52	1

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Word-of-Mouth Referral</b>	N	31
2	<b>Company website(s)</b> www.siriusxm.com	N	43
3	<b>Internal Posting/Company Intranet</b>	N	10
4	<b>Monster</b> Jeremy Rozicer http://www.monster.com 646-427-6279 622 Third Avenue, 37 <sup>th</sup> Floor New York, NY 10017	N	3
5	<b>Internal Transfer/Promotion/Conversion</b>	N	11
6	<b>Washington City Paper</b> Heather McAndrews 202-332-2100 x231 2390 Champlain St. NW Washington, DC 20009	N	0
7	<b>Former Employee/Intern</b>	N	7
8	<b>Indeed (not directly contacted by SEU)</b> http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	32
9	<b>Dice.com</b> http://www.dice.com 1040 Avenue of the Americas New York, NY 10018	N	0
10	<b>Glassdoor.com</b> http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	0
11	<b>LinkedIn (online job board and/or active sourcing)</b> Thomas Perez http://www.linkedin.com 212-361-9917 2029 Stierlin Court Mountain View, CA 94043	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>HotJobs (not directly contacted by SEU)</b> http://www.hotjobs.com 45 West 18 <sup>th</sup> Street New York, NY 10011	N	0
13	<b>Media Recruiting Group</b> Risa Goldberg President One Bridge Street Irvington, NY 10533 914-591-5511	N	0
14	<b>Careerbuilder (not directly contacted by SEU)</b> http://www.careerbuilder.com 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	0
15	<b>District of Columbia – Department of Employment Services</b> https://www.dcnetworks.org and local One-Stop Centers 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000	N	0
16	<b>Washington Post Website (not directly contacted by SEU)</b> 202-334-6000 1150 15 <sup>th</sup> Street, NW Washington, DC 20071	N	1
17	<b>Allaccess.com</b> http://www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616	N	1
18	<b>Craig's List</b> http://washingtondc.craigslist.org/ 1381 9th Avenue San Francisco, CA 94122 415-566-6394	N	1
19	<b>Entertainmentcareers.net</b> Miles Gibbons http://www.entertainmentcareers.net 914 S Barrington Avenue Los Angeles, CA 90049 310-442-0200	N	0
20	<b>WorkplaceDiversity.com</b> http://www.workplacediversity.com 26 Eastmans Road Parsippany, NJ 07054	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	<b>SimplyHired</b> ( <i>not directly contacted by SEU</i> ) http://www.simplyhired.com 2513 Charleston Road, Suite 200 Mountain View, CA 94043	N	5
22	<b>Advertising Age</b> http://adage.com Jackie Ghedine 711 Third Ave. New York, NY 10017 jghedine@adage.com	N	0
23	<b>George Washington University</b> Career Center 1922 F Street, NW Washington, DC 20052	N	0
24	<b>Howard University</b> Career Services 525 Bryant Street, NW – C.B. Powell Building Washington, DC 20059	N	0
25	<b>Mediabistro.com</b> http://www.mediabistro.com 475 Park Avenue South, 4th Floor New York, NY 10016 212-389-2000	N	0
26	<b>Cynopsis</b> Trish Pihonak http://www.cynopsis.com 203-926-9878 One Corporate Drive, Suite 724 Shelton, CT 06484	N	0
27	<b>American University</b> Marie Spaulding 4400 Massachusetts Ave. NW Washington, DC 20016 mspauld@american.edu 202-885-1799 http://www.american.edu/careercenter/	N	0
28	<b>George Mason University</b> Career Services 4400 University Drive Fairfax, VA 22030 703-993-2370 http://careers.gmu.edu/	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
29	<b>Hispanic Association on Corporate Responsibility</b> hacr@hacr.org 202.682.4012 1444 I St, N.W. - Suite 850 Washington, DC 20005	N	0
30	<b>Georgetown University</b> Ubah Aden 37 <sup>th</sup> and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 <a href="http://careerweb.georgetown.edu/">http://careerweb.georgetown.edu/</a>	N	0
31	<b>Washington Area Women's Foundation</b> Gwen Rubinstein grubinstein@wawf.org 202-347-7737 x215 1411 K Street, NW, Suite 800 Washington, DC 20005	N	0
32	<b>Korean Community Service Center of Greater Washington</b> Ji-Young Cho jycho@kcscgw.org 703-354-6345 x109 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
33	<b>American Women in Radio and Television</b> 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 <a href="http://www.awrt.org/">http://www.awrt.org/</a>	N	0
34	<b>Bowie State University</b> Career Development Center 14000 Jericho Park Road Bowie, MD 20715	N	3
35	<b>Organization of Chinese Americans</b> oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036	N	0
36	<b>League of United Latin American Citizens</b> Elizabeth Garcia EGarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
37	<b>Advancing Hispanic Excellence in Technology, Engineering, Math and Science (AHETEMS)</b> The University of Texas at Arlington 416 Yates Street, Room 609 Arlington, TX 76019 (817) 272-1116	N	0
38	<b>National Association of Multicultural Engineering Program Advocates (NAMEPA)</b> 341 N. Maitland Avenue, Suite 130 Maitland, FL 32751 (407) 647-8839	N	0
39	<b>The Society of Women Engineers (SWE)</b> 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636	N	0
40	<b>Facebook (Sirius XM online job messaging)</b> <a href="http://www.facebook.com">http://www.facebook.com</a> 156 University Avenue Palo Alto, CA 94301	N	0
41	<b>Towson University</b> The Career Center 410-704-2233 8000 York Road Towson, MD 21252 <a href="http://www.towson.edu/careercenter/">http://www.towson.edu/careercenter/</a>	N	0
42	<b>Twitter (Sirius XM online job messaging)</b> <a href="http://www.twitter.com">http://www.twitter.com</a> 795 Folsom Street San Francisco, CA 94103	N	0
43	<b>The Society of Broadcast Engineers</b> <a href="http://www.sbe.org/">http://www.sbe.org/</a> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	0
44	<b>University of Maryland – College Park</b> University Career Center College Park, MD 20742	N	3
45	<b>National Lesbian &amp; Gay Journalists Association</b> 1420 K Street, NW, Suite 910 Washington, DC 20005 <a href="mailto:info@nlgja.org">info@nlgja.org</a> 202.588.9888	N	0
46	<b>&lt;Space Intentionally Left Blank&gt;</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	<b>Job Fair (see section III):</b> American University – Fall Career and Internship Fair Bender Arena 4400 Massachusetts Avenue, NW Washington, DC 20016	N	0
48	<b>Job Fair (see section III):</b> Howard University – Career and Internship Fair Blackburn University Center Washington, DC 20059	N	0
49	<b>Job Fair (see section III):</b> George Washington University – Career Fair Charles E. Smith Center 600 22 <sup>nd</sup> Street, NW Washington, DC 20052	N	0
50	<b>Job Fair (see section III):</b> American University – Spring Career and Internship Fair Bender Arena 4400 Massachusetts Avenue, NW Washington, DC 20016	N	0
51	<b>Job Fair (see section III):</b> Bowie State University – Career Fair 14000 Jericho Park Road Bowie, MD 20715	N	0
52	<b>DirectEmployers Association, Inc.</b> ( <i>posts all SEU jobs at Siriusxm.com/careers to JobsCentral.com, Universe.jobs, and more than 1,000 networking websites focused on college alumni, diversity, disabled and military audiences</i> ) 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			154



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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in job fair	On September 18, 2013, SiriusXM participated in the American University Career and Internship Fair. Participants included a Recruiter from the Human Resources Department. This fair was open to students and alumni seeking full time and internship opportunities.
<b>2</b>	Participate in job fair	On October 17, 2013, SiriusXM participated in the Howard University Career and Internship Fair. Participants included a Senior Director, Talent Acquisition, a Senior Recruiter, and a Recruiter from the Human Resources Department. A Recruiter also participated in a panel discussion at the fair. This fair was open to students and alumni seeking full time and internship opportunities.
<b>3</b>	Participate in job fair	On February 27, 2014, SiriusXM participated in the George Washington University Career Fair. Participants included a Senior Recruiter and a Recruiter from the Human Resources Department. This fair was open to students and alumni seeking full time and internship opportunities.
<b>4</b>	Participate in job fair	On March 26, 2014, SiriusXM participated in the American University Spring Career and Internship Fair. Participants included a Senior Director, Talent Acquisition and a Recruiter from the Human Resources Department. This fair was open to students and alumni seeking full time and internship opportunities.
<b>5</b>	Participate in job fair	On May 2, 2014, SiriusXM participated in the Bowie State University Career Fair. Participants included a Senior Director, Talent Acquisition and a Recruiter from the Human Resources Department. This fair was open to students and alumni seeking full time and internship opportunities.

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>6</b>	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On March 27, 2014, Sirius XM hosted the National Association of Multi-Ethnicity in Communications (NAMIC) - DC Chapter at its Washington, DC studios. Employment unit participants included the Senior Director, Talent Acquisition from the Human Resources Department and various employees across the employment unit. NAMIC members met to conduct its general body meeting and attend a networking event with Sirius XM employees. The event was designed to educate members about career opportunities at Sirius XM and provide networking opportunities.
<b>7</b>	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On August 2, 2013, Sirius XM hosted a group of students in conjunction with the DC Promise Neighborhood Initiative (DCPNI) in Washington, DC. Participants from the employment unit included the Recruiter, Internship Programs. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
<b>8</b>	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On October 8, 2013, Sirius XM hosted a group of students in conjunction with Omega Studios in Washington, DC. Participants from the employment unit included the Recruiter, Internship Programs. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
<b>9</b>	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 6, 2013, Sirius XM hosted a group of students from George Washington University in Washington, DC. Participants from the employment unit included a Recruiter, Internship Programs. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
<b>10</b>	Host Internship Programs (3)	During this reporting period, Sirius XM hosted a total of 80 interns in Summer and Fall 2013 as well as Spring 2014 in Washington, DC. The interns participated in several departments at Sirius XM, including Music Programming, Talk Programming, or Sports Programming. Interns were assigned to one department based on their area of interest. Each intern was trained and supervised by a

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		departmental mentor in the operations of the department. The students were from schools nationwide, including The University of Maryland – College Park, American University and George Washington University.
11	Activity designed by the employment unit that furthers the goal of disseminating information as to employment opportunities in satellite broadcasting	In its ongoing efforts to promote an inclusive environment at SiriusXM, the company maintains an Inclusion Council as well as seven employee affinity groups that encourage the hiring, development, retention and promotion of diverse employees as well as promote standards, behaviors and policies that exemplify best practices in the area of diversity and inclusion. SiriusXM's affinity groups---including the LGBT Affinity Group---played a critical role in the company's receipt of the 2013 DANDI (Diversity and Inclusion) Award in the communications category as well as its 100% ranking in the 2014 Corporate Equality Index and designation of Best Place to Work for LGBT Equality by the Human Rights Campaign during this reporting period.